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LIBRARY JOURNAL®

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Placements & Salaries 1987
Sex, Salaries, & Library Support
The Future of Women in Librarianship
WHAT'S NEW IN RELIGIOUS PUBLISHING

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New librarians find themselves inundated with work, yet make only $20,000 a year. See our annual feature "Placements & Salaries 1986" (page 27). Cover illustration by Debra White

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Salaries are up, the number of graduates is rising, and, especially in major metropolitan areas, there are more jobs than qualified people to fill them

Placements & Salaries 1986: an Upswing

By Carol Learmont & Stephen Van Houten

FIFTY-THREE of the 60 eligible schools responded to all or part of the questionnaire for this 36th annual report on placements and salaries of graduates of ALA-accredited library school programs. Two Northeastern, one Southeastern, one Southwestern, one Western, and two Canadian schools did not participate.

In 1986, the average beginning level salary was $20,874, based on 1,512 known full-time permanent professional salaries. Salaries for 1986 improved over 1985, and for the fourth year the increase in the average beginning salary was higher than the increase in the cost of living by almost 10%. The 1986 salaries increased at the rate of 6% compared to 5% in 1985 and 6% in 1984.

In 1986, the average (mean) beginning salary for women was $20,718, a 5% increase over 1985; for men, $21,498, a 6% increase. The median salary was $20,000 for all gradu-

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ates; for women only $19,974; and for men only $20,008.

For new graduates with relevant prior experience the average beginning salary was $21,971, up from $21,267 in 1985; without experience, $19,457, up from $18,529 in 1985.

The number of graduates is rising, and in major metropolitan areas there are many more jobs than qualified people to fill them. Graduates are finding it easy to transfer their skills from one type of library to another. There were 240 temporary professional placements reported in 1986 compared with 272 in 1985 and 257 in 1984. Canadian salaries, once again, are given in U.S. dollar equivalents. The category other information specialties includes a wide variety of nontraditional positions.

Placements

First professional degrees were awarded to 3,538 gradutes at the 53 schools reporting in 1986 (Table I). In 1985, the 58 reporting schools awarded 3,484 first professional degrees; in 1984, the 57 reporting schools awarded 3,529 first professional degrees. In 1986, the average number of graduates of schools reporting was 67; in 1985 it was 60; in 1984 it was 62.

Table I shows permanent and temporary professional placements, as well as nonprofessional library placements, and totals for the three. These are library or information-related positions. Table I also shows the number of graduates reported who were not in library positions or whose employment status was unknown at the beginning of April 1987. Of these, 10% were known not to be in library positions compared with 13% in 1985, and 12% in 1984. In April 1987, the whereabouts of 23% were unknown compared with 21% in April 1986 and 19% in April 1985.

Of the 1986 graduates, 66% were known to be employed either in professional or nonprofessional positions in libraries or information-related work, as were 69% of the 1985 graduates, and 69% of the 1984 graduates. Of the 1986 graduates, 57% were known to be employed in permanent professional positions, compared with 57% of the 1985 graduates and 58% of the 1984 graduates.

Employment distribution of 1900 of the 3,538 graduates (54%) is shown in Table III, Tale IV, and Table XI. In all, 2,014 permanent full-time professional placements were reported and 240 temporary placements. Of the 2,014 people finding permanent professional positions, 599 (30%) found jobs before graduation and 585 (29%) reported actively searching for less than 90 days for professional employment after getting their degrees.

There were 124 people (6%) who looked for three or four months, 86 (4%) looked from four to six months, and 36 (2%) who looked for more than six months. A total of 356 people (18%) went back to their previous positions. Nothing is known about the length of time it took the 228 others (11%) to find employment.

In 1986, 2.7% of the graduates were in nonprofessional library and related positions (Table I), a change since this placement category has represented 4% of the total placements since 1979. Within the category 81% are women and 19% are men.

The percentage of increase or decrease in placements by type of library has barely changed in 1986, as shown in Table IV. Table IV does not include 47 foreign professional placements and 67 placements that were undifferentiated by type of library but which are reflected in Table I in the Permanent Professional Placements category (a total of 2,014 placements).

Comparisons of U.S. and Cana-

I Status of 1986 Graduates, Spring 1987*

	No. of Graduates			Not in Library Positions			Empl. Not Known			Permanent Prof. Placements			Temp. Prof. Placements			Nonprof. Library Placements			Total in Library Positions		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
United States	2297	644	3160	242	81	324	422	123	757	1436	390	1831	125	34	160	72	16	88	1633	440	2079
Northeast	780	234	1098	54	27	81	143	53	280	512	139	651	46	9	55	25	6	31	583	154	737
Southeast	357	105	572	32	13	45	73	18	199	235	66	303	14	7	21	3	1	4	252	74	328
Midwest	666	166	852	90	25	116	95	17	128	433	113	548	28	7	36	20	4	24	481	124	608
Southwest	262	49	315	27	3	30	74	18	95	140	22	163	11	3	14	10	3	13	161	28	190
West	232	90	323	39	13	52	37	17	55	116	50	166	26	8	34	14	2	16	156	60	216
Canada	288	89	378	36	10	46	45	17	62	141	42	183	61	18	80	5	2	7	207	62	270
All Schools	**2585**	**733**	**3538**	**278**	**91**	**370**	**467**	**140**	**819**	**1577**	**432**	**2014**	**186**	**52**	**240**	**77**	**18**	**95**	**1840**	**502**	**2349**

* Includes placements undifferentiated by sex

IIa Placements and Salaries of 1986 Graduates—Summary by Region*

	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
United States	1790	1126	297	1428	11200	14000	11200	61859	46000	61859	20839	21712	21011	20000	20500	20000
Northeast	632	400	105	505	12200	15000	12200	44600	46000	46000	21581	22334	21738	21000	20500	21000
Southeast	300	176	54	232	12000	14000	12000	33563	31000	33563	20203	20548	20295	19548	20000	19836
Midwest	541	330	81	413	11200	14000	11200	35200	40000	40000	19816	20512	19927	19000	20000	19030
Southwest	163	126	17	144	15000	14000	14000	31000	44000	44000	21216	23925	21520	20700	20008	20260
West	154	94	40	134	12500	17140	12500	61859	45000	61859	21956	23140	22310	21000	21600	21500
Canada	177	63	21	84	12960	12960	12960	27720	28800	28800	18561	18478	18540	18720	19080	18720
All Schools	**1967**	**1189**	**318**	**1512**	**11200**	**12960**	**11200**	**61859**	**46000**	**61859**	**20718**	**21498**	**20874**	**19974**	**20008**	**20000**

* Includes placements undifferentiated by sex

dian placements appear in Table V. Table VI, showing Special Placements, is self-explanatory and gives a rough picture of hiring activity in various specialties in 1986.

Demand and supply

A total of 60,807 listings of open library positions were reported received at 40 schools. The lowest number reported was 100; the highest was 12,000. The listings were for positions at all levels, and many were duplicated in several places. In 1985, 50 schools reported receiving 64,042 listings. The average number reported received in 1986 was 1520 compared with 1281 in 1985 and 1,307 in 1984.

Fifteen schools reported increases in position listings in 1986 over 1985. In 1985, 35 schools reported increases. Increases reported in 1986 ranged from 1% to 300%. The median was 12%. Sixteen schools reported no significant change from 1985; 11 reported a decrease ranging from 5% to 43%. Thirty-seven placement officers reported no major difficulty in placing 1986 graduates. No one reported major difficulty in placing these graduates. Three placement officers indicated that they had more difficulty placing graduates in 1986 than in 1985, 12 reported having less difficulty, and 32 reported about the same level of difficulty in both years.

There is still a strong demand for children's and young adult specialists in public and school libraries. There

IIb Placements and Salaries of 1986 Graduates*

Schools	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	34	23	8	31	12000	14000	12000	24084	28800	28800	18332	21411	19127	17763	20000	18300
Albany	45	26	9	35	14560	15000	14560	32000	32500	32500	20062	21156	20343	19000	20500	19500
Atlanta	14	8	3	11	15000	18000	15000	26400	22924	26400	20542	20894	20638	18900	21757	21171
Brigham Young	25	17	7	24	12500	17300	12500	31772	24454	31772	20617	20108	20468	20000	19000	19500
British Columbia	22	11	2	13	16560	18720	16560	20160	28800	28800	18196	23760	19052	18720	18720	18720
Buffalo	29	23	6	29	12200	17800	12200	26000	27125	27125	19660	20999	19937	18836	20000	20000
California (Berk.)	29	16	13	29	14400	17140	14400	30000	45000	45000	21278	24151	22566	20160	21600	21000
California (L.A.)	45	25	8	33	18000	20000	18000	30432	28500	30432	22215	24720	22823	23000	24000	24000
Catholic	33	23	9	32	16000	15000	15000	44600	34000	44600	24637	23511	24321	22152	22500	22152
Chicago	36	16	10	27	13000	18500	13000	29000	24000	29000	20956	21237	20913	19200	22000	20800
Columbia	42	17	10	27	17800	19000	17800	27000	30000	30000	20913	23514	21876	21500	23000	21717
Dalhousie	15	3	1	4	15840	15840	15840	18936	15840	18936	17592	15840	17154	18000	15840	15840
Drexel	72	50	14	64	14500	16500	14500	44000	30000	44000	21254	22305	21484	20000	20000	20000
Emory	31	21	6	27	15000	18700	15000	30000	26000	30000	20525	20917	20612	20000	19500	20000
Emporia	17	12	1	13	16000	17600	16000	31700	17600	31700	20867	17600	20616	18500	17600	18500
Florida State	10	5	4	9	18000	15000	15000	22905	21000	22905	19589	18720	19203	18900	19000	19000
Hawaii	22	16	3	19	15600	20000	15600	30000	27900	30000	21837	24300	22226	20000	25000	20850
Illinois	49	34	12	46	13000	16000	13000	28000	22500	28000	18787	19646	19011	18300	19000	18924
Indiana	126	65	16	81	13000	16000	13000	33000	28080	33000	18543	19741	18780	17500	18000	17850
Iowa	27	16	5	21	15500	18300	15500	31000	22870	31000	19439	19634	19485	18400	18500	18500
Kent State	72	48	6	54	11200	15000	11200	34516	26700	34516	19196	20742	19368	18200	17500	18200
Kentucky	32	10	5	15	16776	15200	15200	23000	24540	24540	19268	20948	19828	19000	21000	20000
Long Island	44	28	1	29	17000	46000	17000	28557	46000	46000	22722	46000	23524	23000	46000	23743
Louisiana State	37	23	13	36	14000	15000	14000	33563	27500	33563	20857	20640	20779	20964	21000	21000
McGill	46	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maryland	42	25	8	33	13000	17500	13000	26450	27000	27000	20070	21551	20429	20000	20000	20000
Michigan	60	40	9	49	15785	16000	15785	35200	26000	35200	22037	21380	21916	21000	20063	21000
Missouri	39	24	10	34	12128	14000	12128	27000	23000	27000	18841	18467	18731	19000	17700	19000
North Carolina	18	12	3	15	17000	15600	15600	21008	22000	22000	18605	18200	18524	18390	17000	18390
N.C. Central	10	8	1	9	15890	18000	15890	29378	18000	29378	22890	18000	22346	22800	18000	22800
North Texas State	50	37	7	44	16536	14000	14000	31000	29458	31000	21082	20495	20989	20000	20000	20000
Northern Illinois	9	7	1	8	18500	24000	18500	28500	24000	28500	23647	24000	23691	24000	24000	24000
Oklahoma	17	14	0	14	16500	0	16500	25000	0	25000	20643	0	20643	20000	0	20000
Peabody	26	16	2	18	12500	18200	12500	21000	28000	28000	17364	23100	18002	17530	18200	18000
Pittsburgh	32	11	2	13	14000	20000	14000	38500	30000	38500	21472	25000	22015	18500	20000	20000
Queens	29	22	5	27	15500	19000	15500	35000	21700	35000	23005	20800	22597	22000	21600	22000
Rosary	50	30	2	32	14000	26000	14000	31000	40000	40000	20398	33000	21185	19000	26000	19500
Rutgers	60	42	12	54	15575	18500	15575	38600	30000	38600	23073	22100	22857	21000	21000	21000
St. Johns	17	11	4	15	22000	21000	21000	28000	37000	37000	24264	29125	25560	24000	26500	24000
Simmons	122	76	19	95	14500	16300	14500	34000	29500	34000	20705	20476	20659	20000	20000	20000
South Carolina	34	29	4	33	14530	17800	14530	28867	31000	31000	22017	22262	22047	22000	19900	21700
South Florida	14	10	2	14	17500	18450	17500	25000	19750	25000	21533	19100	21186	20550	18450	20070
S. Connecticut	29	24	4	28	17000	18500	17000	30000	23000	30000	22442	20950	22229	22300	19500	22300
S. Mississippi	12	9	2	11	17000	16995	16995	29300	21000	29300	21705	18998	21213	22000	16995	21000
Syracuse	36	22	2	24	14000	19200	14000	31000	23500	31000	20249	21350	20341	19823	19200	19823
Tennessee	28	2	1	3	17000	18126	17000	18000	18126	18126	17500	18126	17709	17000	18126	18000
Texas	65	46	10	57	16640	18400	16640	30000	44000	44000	21069	26325	21955	19700	22458	19860
Texas Woman's	31	29	0	29	15000	0	15000	30000	0	30000	21896	0	21896	21600	0	21600
Toronto	36	23	5	28	14760	14565	14565	27720	21211	27720	19653	17990	19356	18883	18144	18720
Washington	33	20	9	29	16000	17500	16000	61859	28000	61859	23410	22246	23049	21000	21789	21528
Western Ontario	58	26	13	39	12960	12960	12960	20500	19440	20500	17861	18055	17926	19080	19080	19080
Wisconsin (Mad.)	32	22	6	28	15600	16000	15600	23400	21800	23400	19515	18808	19363	19000	19000	19000
Wisconsin (Milw.)	24	16	3	20	12500	17500	12000	32000	38856	38856	21046	25785	21304	21000	21000	21000

* Includes placements undifferentiated by sex

"There is still a strong demand for children's and young adult specialists in public and school libraries. There is still a strong demand for specialists in the technical services, especially catalogers, and for people with systems backgrounds. Other specialties mentioned were medical, law, archives, and science. All of these specialties have been in high demand in recent years"

III Placements by Type of Library*

Schools	Public			Elementary & Secondary			College & Univ.			Special			Other			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	9	2	11	5	2	7	7	4	11	3	0	3	0	1	1	24	9	33
Albany	9	3	12	7	3	10	8	2	10	6	2	8	2	1	3	32	11	43
Atlanta	4	2	6	1	0	1	3	1	4	3	0	3	0	0	0	11	3	14
Brigham Young	7	2	9	1	0	1	0	3	3	8	1	9	2	1	3	18	7	25
British Columbia	9	1	10	1	1	2	4	1	5	4	0	4	0	1	1	18	4	22
Buffalo	6	0	6	4	1	5	6	2	8	6	2	8	1	1	2	23	6	29
California (Berk.)	4	6	10	0	1	1	6	4	10	6	2	8	0	0	0	16	13	29
California (L.A.)	11	1	12	0	1	1	6	5	11	12	4	16	2	2	4	31	13	44
Catholic	3	1	4	5	0	5	4	1	5	10	3	13	1	4	5	23	9	32
Chicago	4	3	7	0	0	0	8	5	13	9	5	15	0	1	1	21	14	36
Columbia	10	2	12	0	0	0	11	3	14	5	6	11	3	2	5	29	13	42
Dalhousie	2	1	3	1	0	1	5	2	7	3	1	4	0	0	0	11	4	15
Drexel	12	1	13	7	0	7	10	6	16	11	3	14	17	5	22	57	15	72
Emory	8	0	8	1	0	1	3	5	8	5	1	6	6	0	6	23	6	29
Emporia	6	1	7	7	0	7	2	0	2	1	0	1	0	0	0	16	1	17
Florida State	2	1	3	1	1	2	1	1	2	1	1	2	0	0	0	5	4	9
Hawaii	4	1	5	6	1	7	3	0	3	2	0	2	3	1	4	18	3	21
Illinois	11	2	13	2	0	2	17	7	24	6	3	9	0	0	0	36	12	48
Indiana	41	5	46	11	1	12	21	17	38	19	5	24	2	4	6	94	32	126
Iowa	10	0	10	3	0	3	6	5	11	3	0	3	0	0	0	22	5	27
Kent State	28	3	31	10	0	10	8	3	11	4	1	5	2	0	2	52	7	59
Kentucky	9	3	12	4	1	5	8	1	9	5	1	6	0	0	0	26	6	32
Long Island	18	2	20	12	1	13	3	0	3	4	1	5	0	0	0	37	4	41
Louisiana State	10	5	15	4	2	6	9	4	13	1	1	2	0	1	1	24	13	37
McGill	6	0	6	3	0	3	10	5	15	8	2	10	5	3	8	32	10	42
Maryland	7	1	8	3	1	4	7	4	11	13	3	16	1	1	2	31	10	41
Michigan	10	5	15	8	0	8	14	5	19	10	1	11	3	0	3	45	11	56
Missouri	7	4	11	4	0	4	9	4	13	6	1	7	0	1	1	26	10	36
North Carolina	4	1	5	1	0	1	4	2	6	4	0	4	1	0	1	14	3	17
North Carolina Central	3	0	3	2	0	2	3	0	3	1	1	2	0	0	0	9	1	10
North Texas State	13	3	16	15	0	15	10	4	14	4	1	5	0	0	0	42	8	50
Northern Illinois	2	0	2	3	0	3	1	1	2	0	0	0	1	0	1	7	1	8
Oklahoma	5	0	5	6	0	6	2	0	2	3	0	3	0	0	0	16	0	16
Peabody	5	2	7	5	0	5	3	0	3	10	1	11	0	0	0	23	3	26
Pittsburgh	9	1	10	8	3	11	5	2	7	3	1	4	0	0	0	25	7	32
Queens	12	4	16	3	0	3	2	1	3	6	0	6	0	0	0	23	5	28
Rosary	22	0	22	7	1	8	8	2	10	8	1	9	0	0	0	45	4	49
Rutgers	16	1	17	6	0	6	8	6	14	10	4	14	2	2	4	42	13	55
St. Johns	4	0	4	2	0	2	0	0	0	5	4	9	2	0	2	13	4	17
Simmons	26	6	32	4	0	4	22	9	31	33	4	37	7	2	9	92	21	113
South Carolina	9	3	12	16	1	17	3	0	3	1	0	1	1	0	1	30	4	34
South Florida	2	1	3	6	0	8	0	1	1	2	0	2	0	0	0	10	2	14
Southern Connecticut	8	1	9	8	1	9	0	1	1	9	1	10	0	0	0	25	4	29
Southern Mississippi	3	0	3	3	0	3	2	2	4	1	0	1	0	0	0	9	2	11
Syracuse	4	1	5	12	1	13	8	2	10	4	1	5	1	2	3	29	7	36
Tennessee	5	0	5	4	0	4	5	5	10	3	3	6	3	0	3	20	8	28
Texas	15	1	16	5	0	5	16	9	26	8	1	9	3	2	5	47	13	61
Texas Woman's	6	0	6	17	0	17	3	0	3	2	0	2	2	0	2	30	0	36
Toronto	10	2	12	0	0	0	4	1	5	16	1	17	1	1	2	31	5	36
Washington	5	0	5	2	1	3	8	5	13	6	4	10	1	0	1	22	10	32
Western Ontario	8	6	14	6	0	6	5	2	7	11	4	15	10	5	15	40	17	57
Wisconsin (Madison)	12	2	14	5	0	5	5	3	8	3	1	4	0	0	0	25	6	31
Wisconsin (Milwaukee)	5	2	8	4	0	4	2	1	3	8	0	8	0	0	0	19	3	23
Total	**480**	**95**	**576**	**261**	**25**	**288**	**328**	**159**	**488**	**335**	**83**	**419**	**85**	**44**	**129**	**1489**	**406**	**1990**

* Includes placements undifferentiated by sex or type of library

is still a strong demand for specialists in the technical services, especially catalogers, and for people with systems backgrounds. Other specialties mentioned were medical, law, archives, and science. All of these specialties have been in high demand in recent years.

Undergraduate majors that make graduates especially attractive to employers are once again any of the sciences, math, languages, music, art, accounting, and engineering.

Salaries

The salary statistics reported include only salaries that were reported as full-time annual salaries. Variables such as vacations and other fringe benefits, which may be part of the total compensation, are excluded. Salaries do not reflect differences in hours worked per week. Such information might provide more precise comparability, but such data is probably beyond the needs of most library schools and of the profession. In any case, the validity of this analysis rests on comparable statistics collected since 1951.

All of the 53 reporting schools supplied some salary data. Not all schools could provide all the information requested nor could they supply it for all employed graduates. Data for graduates in irregular placements, such as those for graduates from abroad returning to posts in their homelands, appointments in religious orders or elsewhere where remuneration is in the form of some combination of salary plus living, and all salaries for part-time employment, were excluded as best the authors can tell.

The exclusions were added to the number of salaries not known or not reported. As a result, there is known salary information for 1,512 of the 1986 graduates (1,189 women, 318 men, and 5 undifferentiated by sex). This represents 75% of the known placements and 43% of all graduates reported. These response ratios have remained fairly constant for the past few years. In 1985 there was salary information on 75% of the known placements, representing 43% of the number of graduates reported.

Salary data as reported by the 53 schools are contained in Table II and summarized in Table VII. Salary figures are in U.S. dollars.

IV Placements by Type of Library, 1951–1985

Year	Public	School	College & Universities	Other Library Agencies*	Total
1951-1955**	2076 (33.0%)	1424 (23.0%)	1774 (28.0%)	1000 (16.0%)	6264
1956-1960**	2057 (33.0)	1287 (20.0)	1878 (30.0)	1105 (17.0)	6327
1961-1965	2876 (30.0)	1979 (20.0)	3167 (33.0)	1600 (17.0)	9622
1966-1970	4773 (28.0)	3969 (23.0)	5834 (34.0)	2456 (15.0)	17032
1971	999 (29.0)	924 (26.0)	1067 (30.0)	513 (15.0)	3503
1972	1117 (30.0)	987 (26.0)	1073 (29.0)	574 (15.0)	3751
1973	1180 (31.0)	969 (25.0)	1017 (26.0)	712 (18.0)	3878
1974	1132 (31.0)	893 (24.0)	952 (26.0)	691 (19.0)	3668
1975	994 (30.0)	813 (24.0)	847 (25.0)	714 (21.0)	3368
1976	764 (27.1)	655 (23.2)	741 (26.3)	657 (23.2)	2817
1977	846 (28.4)	673 (22.6)	771 (25.9)	687 (23.1)	2977
1978	779 (26.1)	590 (19.8)	819 (27.4)	798 (26.7)	2986
1979	778 (27.4)	508 (17.9)	716 (25.3)	835 (29.4)	2837
1980	659 (27.1)	473 (19.5)	610 (25.1)	687 (28.3)	2429
1981	642 (27.3)	451 (19.2)	556 (23.6)	704 (29.9)	2353
1982	588 (28.5)	358 (17.4)	505 (24.5)	612 (29.7)	2063
1983	501 (28.0)	308 (17.3)	424 (23.8)	552 (30.9)	1785
1984	548 (27.9)	284 (14.4)	551 (28.0)	583 (29.7)	1966
1985	565 (29.4)	300 (15.6)	522 (27.2)	533 (27.8)	1920
1986	576 (30.3)	288 (15.2)	488 (25.7)	548 (28.8)	1900

* From 1951 through 1966 these tabulations were for "special and other placements" in all kinds of libraries. From 1967 to 1979 these figures include only placements in library agencies that do not clearly belong to one of the other three groups, in the 1980 through 1986 report these figures include the sum of responses to placements in special libraries and in other information specialties

** Figures for individual years are reported in preceding articles in this series

V U.S. and Canadian Placements Compared

(Percents may not total 100 because of rounding)

	Placements	Public Libraries	School Libraries	College & University Libraries	Special Libraries	Other Info. Specialties
All Schools*	1900	576 (30.3)	288 (15.2)	488 (25.7)	419 (22.1)	129 (6.8)
Women	1489	480 (32.2)	261 (17.5)	328 (22.0)	355 (22.5)	85 (5.7)
Men	406	95 (23.4)	25 (6.2)	159 (39.2)	83 (20.4)	44 (10.8)
U.S. Schools*	1728	531 (30.7)	276 (16.0)	449 (26.0)	369 (21.4)	103 (6.0)
Women	1357	445 (32.8)	250 (18.4)	300 (22.1)	293 (21.6)	69 (5.1)
Men	366	85 (23.2)	24 (6.6)	148 (40.4)	75 (20.5)	34 (9.1)
Canadian Schools*	172	45 (26.2)	12 (7.0)	39 (22.7)	50 (29.1)	26 (15.1)
Women	132	35 (26.5)	11 (8.3)	28 (21.2)	42 (31.8)	16 (12.1)
Men	40	10 (25.0)	1 (2.5)	11 (27.5)	8 (20.0)	10 (25.0)

*Includes placements undifferentiated by sex

Average (mean) salaries

The average salary for all 1986 graduates was $20,874, an increase of $1,121 (6%) over the 1985 average of $19,753. The average salary for women was $20,718 and the average for men was $21,498, a difference of $780 (Table VII). Table VIII shows the annual changes in average salaries since 1967, and includes a beginning salary index figure that may be compared with the Annual Cost of Living (COL) Index Report issued by the U.S. government.

The COL Index for 1986 was 328.4, an increase of 6.2 points over the 1985 figure of 322.2, a gain of 1.9%. The comparable increase in the beginning salary index was 16 points, 9.8 above the increase in the cost of living, the largest increase in many years. A welcome sign.

Salaries in 1986 in the category of average salaries for women ranged from a low of $11,200 to a high of $61,859, a difference of $50,659; for men, the range was $12,960 to $46,000, a $33,040 difference. In the 50 schools that reported average salaries for both men and women, the women's average salary was higher in 20 schools; the men's average salary was higher in 30 schools. In 1985, the women's average salary was higher in 22 schools, and the men's in 28 schools.

Table XI summarizes the salaries received in the different types of libraries and other information specialties. The average salary is higher for men (the difference ranging from $736 to $2,502) in all but the category "Other," where the average salary was higher for women by $1,011.

Median salaries

The median salary for all graduates in 1986 was $20,000, an increase

VI Special Placements*

	Women	Men	Total
Government Jurisdictions (U.S. and Canada)			
State and provincial libraries	25	10	35
Other government agencies (except USVA hospitals)	22	9	31
National libraries	6	3	9
Armed Services libraries (domestic)	2	1	3
Overseas agencies (incl. Armed Services)	3	0	3
Library Science			
Advanced study	11	6	17
Teaching	5	3	8
Other			
Children's services (school libraries)	138	5	143
Children's services (public libraries)	109	9	118
Law	57	29	86
Business, (finance, industrial, corporate, banking, insurance, oil, etc.)	66	12	78
Youth services (school)	58	8	66
Audiovisual and media centers	53	5	58
Medicine (incl. nursing schools)	48	5	53
Systems analysis; automation	27	25	52
Science and technology	40	11	51
Information services (nonlibrary)	33	16	39
Historical agencies and archives	28	10	38
Rare books, manuscripts, archives	19	16	35
Hospitals (incl. USVA hospitals)	28	5	33
Youth services (public libraries)	28	2	30
Art and museum	18	10	28
Databases (publishing, servicing)	24	3	27
Communications industry (advertising, newspaper, etc.)	21	4	25
Bibliographic instruction	14	8	22
Religion (seminaries, theological schools)	16	6	22
Government documents	16	5	21
Free-lance	18	2	20
Indexing & abstracting	17	1	18
Social sciences	12	6	18
Outreach activities and services	10	4	14
Records management	12	2	14
Research and development	9	4	13
Theater, motion pictures, dance, music	8	3	11
Genealogical	5	3	8
Professional associations	6	2	8
Conservation/Preservation	5	2	7
Correctional institutions	4	3	7
Maps	5	1	6
Architecture	3	2	5
Bookstore	4	1	5
Children's services (other)	3	1	4
Pharmaceutical	2	2	4
Technical writing	3	1	4
International relations (incl. area studies)	2	1	3
International agencies	1	1	2
Library services to the handicapped	2	0	2
Networks and consortia	2	0	2
Public affairs information specialist	1	0	1
Spanish-speaking centers	1	0	1
Total Special Placements	**1050**	**258**	**1308**

* Includes special placements in all types of libraries

VIII Average Salary Index

Starting Library Positions, 1967–1986

Year	Library Schools	Fifth-Year Graduates	Average Beginning Salary	Increase in Average	Beginning Index
1967	40	4030	$7305	—	—
1968	42	4625	7650	$355	105
1969	45	4970	8161	501	112
1970	48	5569	8611	450	118
1971	47	5670	8846	235	121
1972	48	6079	9248	402	127
1973	53	6336	9423	175	129
1974	52	6370	10000	617	137
1975	51	6010	10594	554	145
1976	53	5415	11149	555	153
1977	53	5467	11894	745	163
1978	62	5442	12527	633	171
1979	61	5139	13127	600	180
1980	63	4396	14223	1096	195
1981	65	4512	15633	1410	214
1982	64	4050	16583	950	227
1983	60	3494	17705	1122	242
1984	57	3529	18791	1086	257
1985	58	3484	19753	962	270
1986	54	3538	20874	1121	286

of $1000 over the 1985 median of $19,000. The median for women was $19,974; for men, $20,008. Of the 50 schools reporting on both men and women, the median salary for women was higher in 16 schools; for men in 24; and the same in 10.

Salary ranges

A wide range between high and low individual salaries continued in 1986. Table XII shows the effects of experience and of no experience on salary levels. For the purposes of the survey, prior experience, if known, consisted of work of a professional and/or subject nature of a year or more. In 1986, the range (Table VII) was from a low of $11,200 to a high of $61,859, a difference of $50,659.

Both the lowest and highest salaries reported were in a school library. In 1986, the range of high salaries reported was from $18,126 to $61,859, a difference of $43,733. The high range in 1985 was from $14,381 to $43,632, a difference of $29,251. In 1986, 30 schools (25 schools in 1985) showed high salaries of $30,000 or more.

In this category 26 women and 13 men reported salaries over $30,000. The median high salary for all graduates was $30,000 (up from $29,000 in 1985); for women, $29,689 (up from $27,000 in 1985); for men, $26,850 (up from $25,450 in 1985). Distribution of high salaries by type of libraries is shown in Table IX, and a comparison is shown in Table XI.

In 1986, the category special libraries accounted for 18% of the 52 highest salaries (27% in 1985) and the category other information specialties accounted for 10% (13% in 1985). School libraries accounted for 39% (40% in 1985); academic libraries accounted for 20% (17% in 1985); and public libraries had a 12% share (4% in 1985).

The positions were scattered geographically and included 26 states, the District of Columbia, and two Canadian provinces; New York accounted for five positions, Pennsylvania and California for three each, and the rest for one or two.

The lowest reported beginning-level salaries from each school ranged from $11,200–$21,000. The 1985 range was from $7450–$18,000. The median low salary was $15,000 ($13,500 in 1985) for all graduates. Forty-eight schools reported low salaries for both men and women; of these, 41 reported that the lowest low salary was received by a woman, seven reported that the lowest low salary was received by a man, two schools reported that both received the same.

Public libraries accounted for 44% of the lowest salaries reported (35% in 1985); academic libraries accounted for 21% (31% in 1985); special libraries accounted for 23% (17% in 1985); school libraries for 6% (9% in 1985); and other information specialties for 6% (7% in 1985).

Twenty-six states, the District of Columbia, Puerto Rico, and five provinces were represented. New York led with five placements, Illinois with three, and the rest with one or two each. Distribution of low salaries is shown in Table X and Table XI.

Same time next year

Placement officers at 21 schools predict little or no change in the number of job vacancy listings for the Class of 1987. Eleven officers think that there will be increases ranging from 5% to 200%; seven predict decreases ranging from 3% to 24%. Placement officers at 33 schools expect the same difficulty placing 1987 graduates as placing 1986 graduates; none expect more difficulty; and 14 expect less.

Salaries for 1987 will be higher according to 24 placement officers. Estimates range from $500 to $5000. Most estimates are in the $1000–$2000 range. Twenty officers do not think salaries will be higher in 1987.

The following table indicates the increasing and decreasing hiring rates of various types of libraries as perceived by the placement officers.

School Reporting	*Increase*	*Decrease*
Public Libraries	8	2
School Libraries	14	7
Academic Libraries	8	1
Special Libraries	14	2
Other Information Specialties	5	0

Several placement officers report that there are more jobs than graduates in every type of library, but especially in large metropolitan areas and especially for those positions requiring skills in technology. Retirements are still a major factor contributing to the need for people in school and public libraries. Mention was made that fewer graduates are reporting their employment status and at the same time many schools reported having no placement officers or having to depend on centralized services. Little intensive placement service seems to be available because of small staff sizes. In 1986, 154 foreign students from 29 countries were reported among the graduates.

The authors thank all of the reporting schools for their continuing cooperation in making this report possible.

VII Salary Data Summarized

	Women	Men	Total
Average (Mean) Salary	$20718	$21498	$20874
Median Salary	19974	20008	20000
Individual Salary Range	11200–61859	12960–46000	11200–61859

IX High Salaries by Type of Library

	Public			School			College & Univ.			Special			Other		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
13,000	1		1												
14,000														1	1
15,000								2	2						
16,000		1	1							1		1			
17,000		4	4		1	1	1	2	3	3	1	4	1		1
18,000	3	5	8	1		1	10	4	14	3	2	5		1	1
19,000	3	4	7	2		2	4	5	9	2	6	8	1	2	3
20,000	7	4	11	1	1	2	3	1	4	4	5	9	2	3	5
21,000	7	2	9	1	4	5	3	4	7	4	2	6	1	1	2
22,000	7	7	14	2	3	5	3	6	9	3		3	2	1	3
23,000	4		4	2	1	3	4	1	5	2	2	5	1		1
24,000	4	3	7	2		2	7	3	10	3	4	7	1	1	2
25,000	8	2	10	3		3	6		6	7		7	2	1	3
26,000	2	1	3	5		5		3	3	3	2	5	1		1
27,000	1	1	2	2	1	3	3	2	5	4	1	5	2	2	4
28,000	2		2	3	1	4	2	5	7	1	1	2	2		2
29,000	1	1	2	2		2	1		1	2		2		2	2
30,000				3	1	4	1		1	2	2	4	4	1	5
31,000	1		1	4	1	5				1		1			
32,000				1	1	2							1		1
33,000				1		1				1		1			
34,000				2		2					1	1	1		1
35,000				1		1				3		3			
36,000															
37,000					1	1					1	1			
38,000		1	1	2		2									
39,000															
40,000								1	1	1		1			
44,000				1		1		1	1				1		1
45,000								1	1						
46,000					1	1									
61,000				1		1									

X Low Salaries by Type of Library

	Public			School			College & Univ.			Special			Other		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
11,000				1		1									
12,000	3	1	4	1		1	1		1	2		2			
13,000	4		5	1		1				3		3			
14,000	8	1	9	2		2	6	3	9					1	1
15,000	11	4	15	1		1	4	3	7	5		5		1	1
16,000	4	4	8	4		4	7	5	12	8	1	9		1	1
17,000	10	8	18	8	1	9	6	7	13	7	1	8	1		1
18,000	5	4	9	3		3	16	8	24	14	5	19	2	2	4
19,000	3	4	7	7	1	8	3	9	13	1	6	7	5	1	6
20,000	1	2	3	4	1	5	1		1	4	7	11	4	4	8
21,000	1	2	3	2	5	7		3	3	2	3	5	2	1	3
22,000	1	3	4	4	1	5	1		1	1	1	2	3	2	5
23,000					2	2	2	1	3	1	3	4	1	1	2
24,000		1	1	2		2		1	1	2		2	1		1
25,000		1	1				1		1					1	1
26,000				1		1		1	1		1				1
27,000		1	1		1	1					1	1	2	1	3
28,000					1	1					1	1	1		1
29,000															
30,000					1	1							1		1
31,000					1	1									
37,000					1	1									

XI Comparison of Salaries by Type of Library*

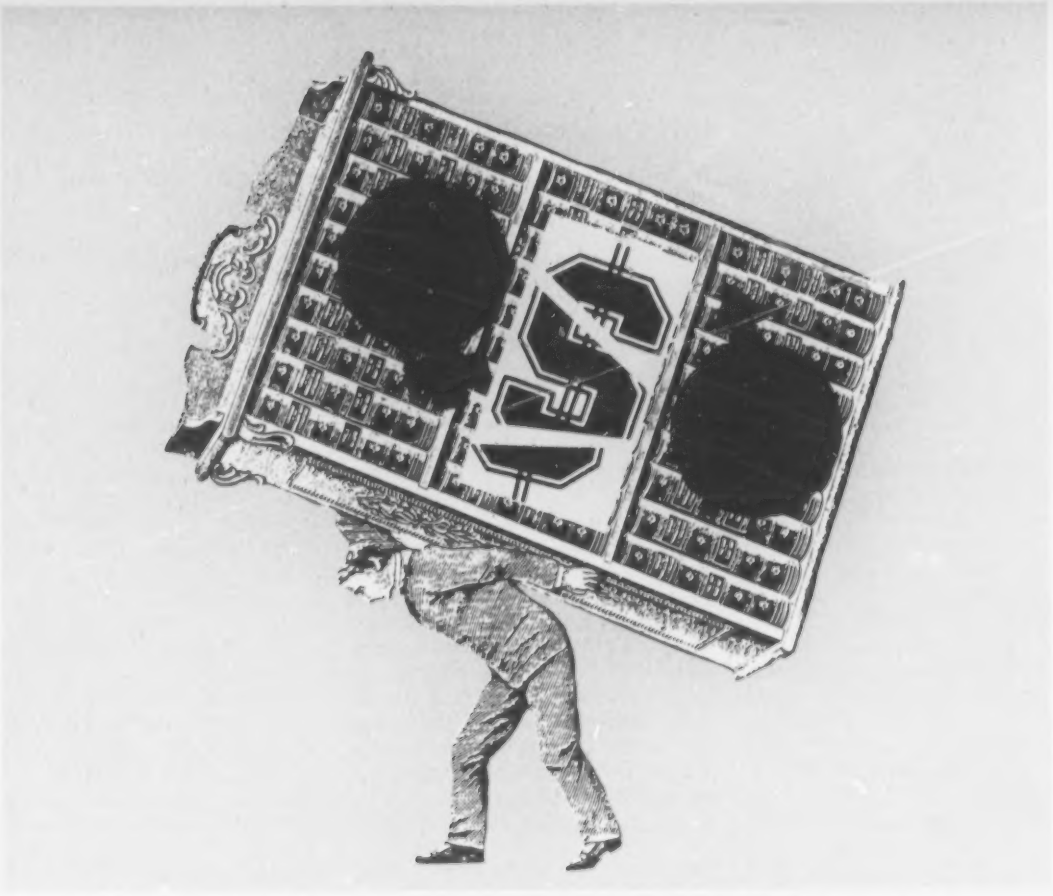
	Placements	Salaries Known			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Public Libraries																
United States	531	363	73	437	12200	14100	12000	31000	38856	38856	19140	20132	19289	19000	20008	19030
Northeast	168	118	20	138	12200	15000	12200	31000	27000	31000	19752	20024	19791	19668	20000	19700
Southeast	93	55	18	73	14000	15000	14000	29700	25000	29700	19297	19479	19342	18900	18450	18900
Midwest	186	130	22	153	13000	14100	12000	28000	38856	38856	18249	19624	18406	18000	17535	18000
Southwest	43	35	3	38	15000	19489	15000	25000	29458	29458	20042	22985	20274	19512	20008	19512
West	41	25	10	35	12500	17300	12500	25416	25000	25416	19278	21786	19994	20000	21600	20506
Canada	45	19	7	26	12960	12960	12960	20160	19440	20160	17242	17202	17231	18720	18144	18144
All Schools	576	382	80	463	12200	12960	12000	31000	38856	38856	19046	19876	19174	18973	19620	19000
School Libraries																
United States	276	207	19	228	11200	17800	11200	61859	46000	61859	23173	25436	23348	22000	22700	22000
Northeast	92	68	8	76	15000	17800	15000	44600	46000	46000	23557	27061	23926	22400	23400	22500
Southeast	62	45	7	54	12500	19200	12500	33563	31000	33563	22131	22629	22173	21650	21000	21178
Midwest	66	47	1	48	11200	21000	11200	34516	21000	34516	22926	21000	22886	22450	21000	22000
Southwest	43	40	0	40	16500	0	16500	31000	0	31000	22747	0	22747	21908	0	21908
West	13	7	3	10	19400	21789	19400	61859	37716	61859	30249	29135	29915	26792	27900	26792
Canada	12	4	1	5	19440	28800	19440	19440	28800	28800	19440	28800	21312	19440	28800	19440
All Schools	288	211	20	233	11200	17800	11200	61859	46000	61859	23103	25605	23304	22000	22700	22000
College/Univ. Libraries																
United States	449	246	120	367	12128	14000	12128	30432	45000	45000	19625	21294	20169	19000	20000	19091
Northeast	133	77	31	108	14500	16300	14500	28000	28000	28000	19640	20485	19883	19000	19500	19500
Southeast	77	37	22	59	14500	14000	14000	29378	28800	29378	19575	19934	19709	18900	19750	19000
Midwest	154	80	41	121	12128	14000	12128	28000	40000	40000	18934	20955	19619	18500	20000	19000
Southwest	45	30	11	42	16536	14000	14000	25000	44000	44000	19638	24573	20916	18500	20000	19000
West	40	22	15	37	16800	17140	16800	30432	45000	45000	22145	23483	22688	20160	21000	21000
Canada	39	10	5	15	15480	15840	15480	19656	19080	19656	18168	18072	18136	18720	18720	18720
All Schools	488	256	125	382	12128	14000	12128	30432	45000	45000	19568	21165	20089	19000	20000	19000
Special Libraries																
United States	369	246	56	303	12000	16000	12000	40000	37000	40000	21810	22545	21930	21500	21000	21500
Northeast	160	105	29	134	13000	17500	13000	40000	37000	40000	22909	23585	23055	22500	21000	22500
Southeast	49	30	6	36	12000	18000	12000	25000	28000	28000	18920	22417	19503	18000	19500	18400
Midwest	96	66	12	79	12500	16000	12500	35200	26700	35200	21458	20469	21252	21000	19700	21000
Southwest	19	14	1	15	16500	20000	16500	29300	20000	29300	22169	20000	22025	21000	20000	21000
West	45	31	8	39	15600	19000	15600	31772	26000	31772	21470	22304	21641	21948	21528	21948
Canada	50	23	4	27	15840	18360	15840	27720	21211	27720	19515	19613	19530	18576	19440	18720
All Schools	419	269	60	330	12000	16000	12000	40000	37000	40000	21614	22350	21733	21000	20600	21000
Other Libraries																
United States	103	57	26	83	18000	15000	15000	44000	30000	44000	24221	23548	24010	23000	22680	23000
Northeast	57	32	16	48	18000	15000	15000	44000	30000	44000	24448	24135	24343	23000	24000	23500
Southeast	13	8	1	9	19000	27500	19000	30000	27500	30000	23763	27500	24178	24000	27500	25000
Midwest	14	6	3	9	20000	18000	18000	28500	22680	28500	23909	20493	22770	21600	20800	21600
Southwest	7	4	2	6	20800	22458	20800	23000	25000	25000	22075	23729	22626	21500	22458	22458
West	12	7	4	11	19084	19500	19084	30526	27000	30526	25204	22415	24190	26820	20000	23160
Canada	26	6	4	10	17916	14565	14565	20500	19440	20500	19303	17501	18582	19440	16920	19080
All Schools	129	63	30	93	17916	14565	14565	44000	30000	44000	23753	22742	23427	23000	22458	22500

* Includes placements undifferentiated by sex

XII Effects of Experience on Salaries*

	Salaries without Previous Experience (42 Schools)			Salaries with Previous Experience (48 Schools)		
	Women	Men	Total	Women	Men	Total
Number of Positions	351	100	455	528	141	670
Range of Low Salaries	$11200–22000	$14000–26500	$11200–22000	$12200–61859	$15000–46000	$12200–61859
Mean (Average)	16031	18169	15976	19056	20570	18872
Median	14000	15000	14000	16000	23800	13000
Range of High Salaries	$16060–32000	$14565–42707	$16060–42707	$18000–61859	$15600–46000	$18000–61859
Mean (Average)	23472	23041	24750	28994	26452	30600
Median	21717	26700	22000	35200	23800	27000
Range of Average Salaries	$14850–20310	$14565–17500	$15284–19198	$17500–21782	$15600–21000	$17154–21695
Mean (Average)	19244	20241	19457	21818	22582	21971
Median	18732	20130	18772	24116	23800	20476

* Includes placements undifferentiated by sex



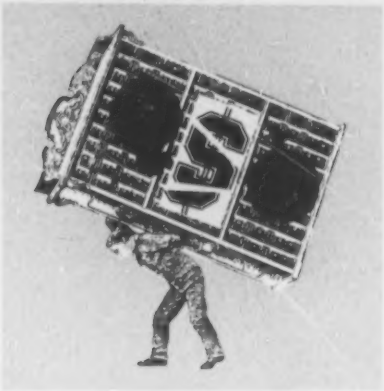
Women directorships are up, women directors offer higher salaries, and per capita support is better with male directors

Sex, Salaries, & Library Support

By Kay F. Jones

THE NATIONAL ECONOMY in the United States has grown slowly in the past two years. Libraries, however, continue to grow in per capita support at a steady 15%. Public libraries serving populations of 100,000 and over provided data that supply proof of the continuing support of their publics. Interestingly, the trend to equalize the number of women in the directors' offices accelerated this biennium. There has been a change of 1% or 2% per biennium for many years; in 1987, the change was nearly 5%. Over 40% of the large public libraries are now directed by women. Men still make more money than women; however, beginning librarians working for women directors make more money than those whose first job is in a library headed by a man.

Kay F. Jones is Assistant University Librarian for Administration, California State University, Sacramento. Technical assistance was rendered by Tom Parker, Associate Director, Center for Academic Program Support, University of New Mexico, Albuquerque, who used SPSS-PC to convert raw data into usable form



"The libraries in the Northeast enjoy a favorable position with a 20% increase in support. The Southern region encompasses the libraries with the lowest level of per capita support, but the 18% increase is higher than the national average. The per capita support for the Canadian public libraries increased very little, less than a dollar, or 2%"

Steady growth in the United States

The largest number of responses ever received to this survey, 365, represents a 15% increase over the 318 responses received in 1985. Fortunately, the distribution by region, as displayed by Table 1, remains similar; consequently, the data are still comparable. Table 2 shows that the distribution by size of population served also remains comparable. The largest number of libraries, over half, continue to be in the 100,000 to 199,999 population group.

Per capita support of U.S. libraries remains consistent. Support increased by an average of 15% from 1981 and 14% to 1985[1]; Table 3 documents a growth of 15% to 1987. The libraries in the Northeast enjoy a favorable position with a 20% increase in support. The Southern region encompasses the libraries with the lowest level of per capita support, but the 18% increase is higher than the national average. The per capita support for the Canadian public libraries increased very little, less than a dollar, or 2%. (Canadian figures are reported in Canadian dollars designated by a "C" following the amount.) When coupled with the 6% growth indicated in the 1985 figures, the trend has made serious dents in the 64% growth rate these libraries experienced in 1983.[2]

The Consumer Price Index (CPI) is used to calculate inflation rates in both the United States and Canada. In the United States, the CPI rose by 3.6% in 1985 and by a mere 1.9% in 1986. In Canada, the CPI rose by 4% in 1985 and by 4.2% in 1986. Since the library data cover a two-year period, the CPI figures used are a total of the growth of two years, 5.5% for the United States and 8.2% for Canada.[3] It can be seen, then, that the support for public libraries in the United States substantially exceeded the growth in CPI for the time period covered. The average reported support in Canada increased very little while the Canadian CPI exceeded that in the United States. It may be possible that the small increase in 1987 is a continuing reaction to the very large increase Canada experienced in 1983, 64%.

TABLE 1
Distribution of Responses by Geographic Regions

U.S. Regions & Canada	1985		1987	
	No. of Responses	%	No. of Responses	%
Northeast	38	12	46	13
South	119	37	133	36
North Central	72	23	75	21
West	63	20	78	22
Canada	26	8	33	9
TOTAL	318	100	365	101*

*Total not equal to 100% because of rounding off

TABLE 2
Distribution of Responses by Size of Population Served

Size of Population Served	1985		1987	
	No. of Responses	%	No. of Responses	%
Under 100,000	0	0	3	0.8
100,000–199,999	166	52.4	189	51.8
200,000–399,999	71	22.4	83	22.7
400,000–749,999	52	16.4	59	16.2
750,000 & over	28	8.8	31	8.5
TOTAL	317*	100.0	365	100.0

* One response did not report population size

Western growth lags behind

The rate of growth in mean per capita support is reported in Table 3 to be fairly similar across the country, ranging from 13% in the North, Central, and Western regions to 20% in the Northeast. When compared to the 1983 and 1985 growth rates, it becomes plain that the libraries in the West continue to grow at the slowest rate.[4] Over the six-year period, support in the West totaled 36% while the percentage of growth in the Northeast was 50, in the North Central was 49, and in the South was 47. The average rate of growth for the country as a whole remained very similar to the previous years at 15%. Support in Canada, however, increased a disappointing 2% following the small growth of 6% in 1985.

TABLE 3
Changes in the Mean Per Capita Public Library Expenditure by Region

	1985		1987		Change	Percent
	P.C.S.	No.	P.C.S.	No.		
U.S.						
Northeast	$11.37	37	$13.66	45	$2.29	20
South	8.67	119	10.19	132	1.52	18
North Central	13.78	71	15.59	73	1.81	13
West	12.92	63	14.58	78	1.66	13
All U.S.	11.19	290	12.91	328	1.72	15
Range of Means	8.67 to 13.78		10.19 to 15.59			
Canada	20.77C	25	21.18C	33	0.41	2

P.C.S.: Per Capita Support

TABLE 4
Changes in the Mean Per Capita Public Library Expenditure by Decade

	1977(a)		1987		Percent
	P.C.S.	No.	P.C.S.	No.	
U.S.					
Northeast	$6.38	40	$13.66	45	214
South	4.71	98	10.19	132	212
North Central	6.83	69	15.59	73	228
West	7.93	62	14.58	78	184
Canada	$9.32C	20	$21.51C	33	231
All*	$6.46	289	$12.91	328	

* For 1977, "All" includes Canadian figures; because of the differential in rate of exchange, the 1987 figures, which include only U.S. libraries, is not directly comparable

(a) Figures from *Bowker Annual of Library and Book Trade Information, 1980*, page 336

Background of the Survey

Librarians from the Allen County Public Library, Fort Wayne, Indiana, under the leadership of Director Jeffrey R. Krull, have again conducted their biennial survey of public libraries serving populations of 100,000 or more. This data has been collected every two years since 1961. Early years were reported in the appropriate *Bowker Annual of Library and Book Trade Information*; more detailed analysis of the data collected for the years 1971–1985 were published in the series that began in *LJ* in 1972. This paper analyzes the data made available in 1987.

The libraries to be surveyed were selected from the 39th edition of the *American Libraries Directory* (Bowker). All libraries that could be identified as serving populations of over 100,000 were sent a survey form. Katherine W. Smith conducted the survey, tabulated the data, and prepared the data for distribution. This year a second notice was sent to the selected libraries to elicit a higher response rate. Topher Schlatter served as technical advisor and Don B. Rust printed the publication. The data is now available on disk as well as in printed format.

Previous reports

Carpenter, Raymond L. & Kenneth D. Shearer, "Sex and Salary Survey: Selected Statistics of Large Public Libraries in the United States and Canada," *LJ*, Nov. 15, 1972, p. 3682-85.

———. "Sex and Salary Update," *LJ*, Jan. 15, 1974, p. 101-107.

———. "Public Library Support and Salaries in the Seventies," *LJ*, Mar. 15, 1976, p. 777-783.

Heim, Kathleen M. & Carolyn Kacena, "Sex, Salaries, and Library Support," *LJ*, Mar. 15, 1979, p. 675-680.

———. "Sex, Salaries, and Library Support, 1979," *LJ*, Jan. 1, 1980, p. 17-22.

———. "Sex, Salaries, & Library Support . . . 1981," *LJ*, Sept. 15, 1981, p. 1692-99.

Jones, Kay F., "Sex, Salaries, & Library Support," *LJ*, Sept. 1, 1986, p. 145-153.

The changes in per capita support over the past decade are close across the country, although the libraries in the West have again experienced the smallest rate of growth, according to Table 4. The other three regions of the country all experienced a growth rate exceeding 200% for the ten-year period. The rate of growth in Canada exceeded all regions in the United States for the decade.

Support by population size

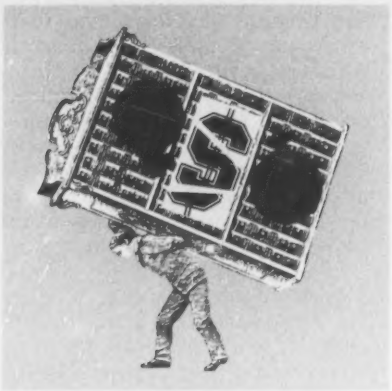
When analyzing changes in library expenditures by size of population served, Table 5 shows that it is very difficult to draw any comparisons by region. In the Northeast and the North Central, for example, the greatest growth went on in the largest libraries, 57.6% and 31.7% respectively. However, in the South this size group of population served increased its support the least, 2.7%. In the West, the growth rates are very similar for all population groups, ranging from 10.9% for the largest libraries to 13.1% for the libraries serving the second largest cities.

It's difficult to explain the small increase in library support in Canada. The number of libraries reporting data to the survey increased from 25 to 33, a jump of nearly one third. Three of these new reporting libraries are in the second smallest population group, the level at which the largest decline is reported, –22%. This may have affected the total, an average growth of only 2%.

As wide as the spread is for per capita support by size of population served, from 2.7% to 57.6%, it cannot match the range in 1985, which went from –8% to a +82%.[5] It is interesting to note that the highest support in 1987 occurred to offset the area of decline in the previous data, the largest libraries in the Northeast. In examining the dollar amount of support, it can be seen that the two smaller groups of cities in the West support their libraries best, at rates of $15.94 and $15.88 respectively; while the two largest groups of cities in the North Central region support their libraries best, at rates of $20.06 and $14.75 respectively.

Big change in gender distribution

One of the big changes in the 1987 data is the percentage of library directorships held by women. From 1975 to 1985, the percentage of directorships held by men declined from 72% to 63.5%, a decline of 8.5% for the decade.[6] From 1985 to 1987, the percentage of women directors jumped to 41.1%, a difference of 4.6% in just two years (Table 6).



"The rate of growth in mean per capita support is reported . . . to be fairly similar across the country, ranging from 13% in the North, Central, and Western regions to 20% in the Northeast. When compared to the 1983 and 1985 growth rates, it becomes plain that the libraries in the West continue to grow at the slowest rate.[4] Over the six-year period, support in the West totaled 36% while the . . . Northeast was 50"

Rather than changing at a sedate 1% or 2% per biennium, this rate is three times the percentage change in the preceding two-year period.

However, Table 7 shows that libraries headed by men still receive the highest per capita support, averaging 15% nationally. The largest financial advantage to men occurs in the libraries in the Northeast, where male directors receive an average of $15.32 per capita and female directors, $10.94, a difference of 40%. The other regions of the country favor male directors less, down to a low of a 2% advantage in the North Central region. In Canada, the advantage goes to the women, with libraries headed by female directors receiving $23.08 to male directors' $20.47.

TABLE 5 Changes in the Mean Per Capita Public Library Expenditures by Region & Size of Population Served

	1985		1987		Change	Percent
	P.C.S.	No.	P.C.S.	No.		
U.S.						
Northeast						
100,000–199,999	$14.50	18	$15.49	22	$0.99	6.8
200,000–399,999	7.48	8	10.89	11	3.41	45.6
400,000–749,999	8.39	2	11.27	4	2.88	34.3
750,000 & over	9.22	9	14.53	7	5.31	57.6
South						
100,000–199,999	7.84	63	9.07	66	1.23	15.7
200,000–399,999	7.82	31	9.28	35	1.46	18.7
400,000–749,999	12.01	19	14.03	23	2.02	16.8
750,000 & over	11.15	6	11.45	8	0.30	2.7
North Central						
100,000-199,999	12.98	44	14.60	48	1.62	12.5
200,000–399,999	14.38	11	15.77	12	1.39	9.7
400,000–749,999	17.53	11	20.06	9	2.53	14.4
750,000 & over	11.20	5	14.75	4	3.55	31.7
West						
100,000–199,999	14.30	24	15.94	35	1.64	11.4
200,000–399,999	14.04	17	15.88	18	1.84	13.1
400,000–749,999	10.87	14	12.10	16	1.23	11.3
750,000 & over	10.00	8	11.09	9	1.09	10.9
All U.S.						
100,000–199,999	11.21	149	12.85	171	1.64	14.6
200,000–399,999	10.47	67	12.09	76	1.62	15.5
400,000–749,999	12.82	46	14.27	52	1.45	11.3
750,000 & over	10.21	28	12.58	28	2.37	23.2
All	11.19	290	12.88	327	1.69	15.1
Canada						
100,000–199,999	$18.57C	15	$19.47C	18	$0.90	4.8
200,000–399,999	27.88C	4	21.69C	7	-6.19	-22.2
400,000–749,999	24.56C	6	28.76C	6	4.20	17.1
750,000 & over	N.A.	0	11.90C	2	N.A.	
All Canada	20.77C	25	21.18C	33	0.41	2.0

P.C.S.: Per Capita Support

Directors' salaries

The highest median directors' salaries appear in the West, $51,792, as shown in Table 8. However, the range for directors' salaries in the West tops at $75,650, the lowest high in the country. Both the lowest paid director, at $22,750, and the lowest median salary for directors, at $38,000, appear in the data for Northeastern libraries. The national median for directors' salaries is $45,264. In Canada, the median is much higher at $58,466, but the range is much smaller and extends only as high as $73,373.

When compared to the CPI, directors' salaries did very little better than keep pace with inflation, as can be seen in Table 9. They did better in the preceding base year. In Canada, the inflation rate exceeded the increase in directors' salaries by a small margin. However, when compared to the 12% differential displayed for the 1985 data, a differential of less than 2% seems very small indeed.

Gender analysis of directors' salaries

Table 10 displays the median and range of directors' salaries divided by gender. The differences in medians range from a low of $1,306, or 3%, in the South, to a high of $6,555, or 16%, in the North Central region. Nationally, the difference is $5,627, or 13%. The lowest salary of $22,750 goes to a male director as does the highest salary of $95,000. The figures for Canadian directors is very similar with a difference of $5,784, or 10%. Obviously, the median salaries for directors when divided by region show that the male directors make more money than the females.

It is not surprising to note in Table 11 that the lowest medians are in U.S. libraries serving the two smaller groups of populations. The differences between male and female di-

TABLE 6 — Distribution of Responses by Sex of Director

Sex of Director	1985		1987	
	No.	%	No.	%
Male	202	63.5	214	58.6
Female	116	36.5	150	41.1
Missing			1	0.3
TOTAL	318	100.0	365	100.0

TABLE 7 — Financial Advantage of Men to Women by Region for Per Capita Support

	Female	No.	Male	No.	Percent
U.S.					
Northeast	$10.94	17	$15.32	28	40
South	9.48	60	10.78	72	14
North Central	15.37	23	15.69	50	2
West	13.93	41	15.30	37	10
All U.S.	12.43	141	14.27	187	15
Canada	$23.08C	9	$20.47C	24	-13

TABLE 8 — Directors' Salary by Region

	Median	No.	Range
U.S.			
Northeast	$38,000	41	$22,750–85,000
South	41,913	131	25,064–75,758
North Central	45,900	73	27,034–95,000
West	51,792	71	23,558–75,650
All U.S.	45,264	316	22,750–95,000
Canada	$58,466C	30	$31,003–73,373C

TABLE 9 — Increases in Median Directors' Salaries and Consumer Price Index

	Median Directors' Salary	Percent Increase	CPI Increase
U.S.			
1985	$42,549	11.0	7.8%
1987	45,264	6.4	5.5%
Canada			
1985	$55,015C	-2.0	10.1%
1987	58,466C	6.3	8.2%

rectors' salaries in these groups is very small, 3% in the smallest libraries and 0.4% in the second group. The largest libraries in the country pay female directors more, on the average, than the men, $59,800 to $57,845, a difference of 3%. The second largest libraries pay their male directors the highest median in the country, $60,000, exceeding the median for female directors by $7,668. The national figure for male directors' median salaries is $48,026, which is $5,576 higher (13%) than the median of $42,486 for female directors.

In Canada also, one of the largest libraries pays its female director more, $73,373, or 14% higher than the men. That woman is the highest paid public library director in Canada. In the second largest libraries, the difference is very small, only $696, or 1%, favoring the men. However, nationally, Canadian male directors average $7,692 more than females, a difference of 10%.

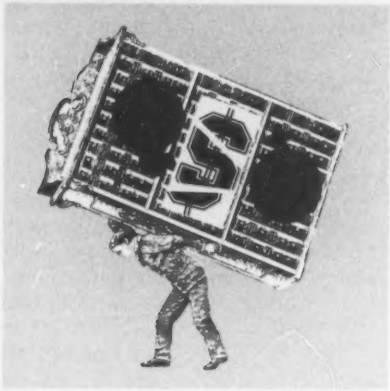
The distribution of directors' salaries in the United States, as shown in Table 12, is not surprising. The percentage of men and women in the two lowest salary ranges is nearly identical. However, women begin to be concentrated at the middle levels, with 29.9% of the women receiving salaries in the $30,000 range, as compared to 23.1% of the men. Although 51 men and 51 women receive salaries in the $40,000 range, this represents 28% of the men and 38.1% of the women. Over 40% of the male directors receive salaries in excess of $50,000, while fewer than a quarter of the female directors fall into the highest salary range. Canadian salaries are so much higher that the differences are harder to identify. However, in Canada, too, a larger number of men, 80.9%, exceed $50,000 than women, 62.5%.

Beginning salaries

Salaries for beginning librarians increased from 5% to 14% in an anal-

TABLE 10 — Median, Minimum, and Maximum of Directors' Salary by Sex by Region

	Male			Female			Difference	Percent
	Median	No.	Range	Median	No.	Range		
U.S.								
Northeast	$42,118	25	$22,750–85,000	$37,530	16	$25,000–66,378	$4,588	12
South	42,656	72	25,800–75,758	41,350	59	25,064–66,030	1,306	3
North Central	48,125	51	27,034–95,000	41,570	22	32,427–73,613	6,555	16
West	53,281	34	29,553–75,650	47,485	37	23,558–67,338	5,796	12
All U.S.	48,261	182	22,750–95,000	42,634	134	23,558–73,613	5,627	13
Canada	$62,475C	22	$31,003–73,045C	$56,691C	8	$47,250–73,373C	$5,784C	10



"One of the big changes in the 1987 data is the percentage of library directorships held by women. From 1975 to 1985, the percentage of directorships held by men declined from 72% to 63.5% .... From 1985 to 1987, the percentage of women directors jumped to 41.1%, a difference of 4.6% .... this rate is three times the percentage change in the preceding two-year period"

ysis of starting salaries by region (Table 13). Although the highest median starting salary was in the West, this represented the lowest percentage of growth. The lowest starting salary in the country was in the South at $9,568; interestingly, the highest starting salary of $30,648 was also in the South. The national median starting salary was $18,389, an increase of $1,883 or 11%. Starting salaries in Canada were comparable, with a median starting salary of $24,944, representing an increase of $2060, or 9%.

When compared to the increases in CPI, beginning librarians did better than directors (see Table 9). The 11% increase in median starting salary doubled the 5.5% rate of inflation in the United States; Canadian beginners at least exceeded the rate of inflation while Canadian directors did not.

The lowest median starting salaries predictably went to the 241 beginners in libraries serving the two smaller population bases (Table 14). When examining the ranges of starting salaries, it is interesting to note that the highest individual salaries were also in the smaller cities. The 81 beginners in the larger cities received higher median salaries, over $19,000, but the range of starting salaries was much smaller. Canadian libraries show a very similar pattern of starting salaries.

Who pays better?

Forty-two percent of the beginning librarians went to work in libraries headed by women. Of this group, Table 15 shows that 19.3% started at salaries under $16,000 as compared to 17.2% of the group working at libraries directed by men. However, 60% of the beginning librarians working for women made over $18,000 as compared to 51.6 percent of those working for men. This continues the trend noticed in the 1985 data that indicated that it was no longer finan-

TABLE 11 Directors' Median Salary by Sex of Director and Size of Population Served

Population Served	Male		Female		Difference	Percent
	Median	No.	Median	No.		
U.S.						
100,000–199,999	$40,498	87	$39,228	76	$1,270	3
200,000–399,999	43,932	44	43,755	27	177	0.4
400,000–749,999	60,000	33	52,332	17	7,668	15
750,000 & over	57,845	15	59,800	9	-1,955	-3
All U.S.	48,026	179	42,469	129	5,576	13
Canada						
100,000–199,999	$51,870C	12	$47,403C	5	$4,467C	9
200,000–399,999	58,932C	5	56,816C	1	2,116C	4
400,000–749,999	67,801C	4	67,105C	1	696C	1
750,000 & over	64,438C	1	73,373C	1	-8,935C	-14
All Canada	62,475C	22	54,783C	8	7,692C	10

TABLE 12 Distribution of Directors' Salaries by Sex of Director

Salary Ranges	U.S				Canada			
	Male		Female		Male		Female	
	No.	%	No.	%	No.	%	No.	%
$20,000–24,999	1	0.5	1	0.7	0	0.0	0	0.0
$25,000–29,999	12	6.6	9	6.7	0	0.0	0	0.0
$30,000–34,999	16	8.8	13	9.7	1	4.8	0	0.0
$35,000–39,999	26	14.3	27	20.2	0	0.0	1	12.5
$40,000–49,999	51	28.0	51	38.1	3	14.3	2	25.0
$50,000 & over	76	41.8	33	24.6	17	80.9	5	62.5

TABLE 13 Increase in Median Beginning Professional Salaries by Region

	1985 Median Salary	1987 Median Salary	No.	Range	Change	%
U.S.						
Northeast	$15,408	$17,535	46	$11,000-25,203	$2,127	14
South	16,267	17,760	130	9,568-30,648	1,493	9
North Central	16,298	18,080	74	12,666-30,500	1,782	11
West	19,635	20,700	72	10,507-30,000	1,065	5
All U.S.	16,506	18,389	322	9,568-30,648	1,883	11
Canada	$22,884C	$24,944C	32	$16,500C-30,000C	$2,060C	9

TABLE 14 Median Beginning Professional Salaries by Size of Population Served

	Median	No.	Range
U.S.			
100,000–199,999	$18,035	168	$ 9,568–30,000
200,000–399,999	17,628	73	11,000–30,648
400,000–749,999	19,030	53	13,188–27,976
750,000 & over	19,890	28	15,275–23,012
Canada			
100,00–199,999	$24,048C	17	$16,500–30,000C
200,00–399,999	24,764C	7	21,911–26,063C
400,00–749,999	26,160C	6	24,772–29,302C
750,000 & over	27,621C	2	26,316–28,926C

TABLE 15 Distribution of Beginning Professional Salaries by Sex of Director

	Female		Male	
	No.	Percent	No.	Percent
U.S.				
$10,000–11,999	3	2.2	1	0.5
12,000–13,999	8	5.9	4	2.2
14,000–15,999	15	11.2	27	14.5
16,000–17,999	28	20.7	58	31.2
18,000–19,999	44	32.6	46	24.7
20,000 & over	37	27.4	50	26.9
Canada				
$17,000–18,999C	0	0.0	2	8.0
19,000–20,999C	0	0.0	0	0.0
21,000–22,999C	3	37.5	4	16.0
23,000–24,999C	3	37.5	6	24.0
25,000C & over	2	25.0	13	52.0

TABLE 16 Range of Median Beginning Professional Salaries by Sex of Director

	Median	Range
U.S.		
Female	$18,790	$ 9,568–30,648
Male	18,084	11,000–30,000
Differential	-706	-648 to 1,432
Percentage	-4%	-2% to 15%
Canada		
Female	$24,066C	$21,450–26,316C
Male	25,300C	16,500–30,000C
Differential	1,234C	-4,950 to 3,684
Percentage	5%	-23% to 14%

cially advantageous to work for a male director.[7] In Canada, the figures are reversed with over half of the beginning librarians who worked for men starting at salaries in excess of $25,000 and only a quarter of the beginners working for women in that salary range.

In 1983, the median starting salary for librarians working in libraries headed by women exceeded that of librarians working for male directors by a mere $102.[8] By 1987, the difference had expanded to $706, as indicated in Table 16. In examining the ranges of starting salaries, it can be seen that women directors paid both the lowest and the highest individual salaries to beginning librarians. In Canada, median starting salaries in libraries headed by male directors are an average of $1,234, or 5%, higher.

Trends

Public libraries in the West do not seem to be holding their own. The per capita support has grown the least in the West of any region of the country for the past six years. Although the dollar figure for per capita support is comparable to other regions, a few more years of smaller percentage increases will erode their position. In addition, the salaries for library directors in the West have a lower ceiling than other parts of the country. The percentage of growth for starting salaries is also the lowest in the West. The trend in the West shows slower growth in both per capita support and salaries and could prove to be ominous.

The trend in the executive office shows more rapid equalization in the number of men and women holding directorships. Whether the fact that women seem to pay better salaries to beginning librarians proves a different management philosophy remains to be seen, but that difference is growing. Male directors still make more money and receive more per capita support than female directors.

References

1. Jones, Kay F., "Sex, Salaries, & Library Support," *LJ*, Sept. 1, 1986, p. 146, Table 3.
2. *Ibid.*
3. Consumer Price Index, *International Financial Statistics*, Jul. 1987, p. 71.
4. Jones, p. 146, Table 3.
5. *Ibid.*, p. 147, Table 5.
6. Heim, Kathleen M. & Carolyn Kacena, "Sex, Salaries, & Library Support . . . 1981," *LJ*, Sept. 15, 1981, p. 1695, Table 6.
7. Jones, p. 153, Table 15.
8. *Ibid.*, Table 16.